

Applying to the RLDP

To apply to a program level of the RLDP, the applicant must submit the following forms to the appropriate level advisor:

- Form 1 - Applicant Profile
- Form 2 - Statement of Interest
- Form 3 - Supervisory Endorsement
- Form 4 - RLDP Agreement
- Form 5 - Essay (*Form is program level specific. Not required for Leadership Assessment*)
- Latest performance appraisal(s)

The completed application package must be received by the appropriate level advisor no later than the application due date referenced in the respective program level section of this document.

Selection Process

The local organization will determine the selection process for the Leadership Assessment and Team Leadership levels. Contact your local level advisor for specific selection process information.

Applications to the Regional Leadership I and II levels will be provided by the Level Advisors to the POD RLDP Steering Committee. The RLDP Steering Committee shall review all applications and make final selections.

Applications to the Regional Leadership III level will be provided to the POD Command Council by the Level Advisor. The Command Council shall review all applications and make final selections.

Program Level Advisors

Program Level Advisors are responsible for oversight and administration of one or more levels of the program. They ensure completion of program requirements, conduct quarterly discussions with participants, provide feedback on essays, and share learning, perspectives, and program improvement suggestions with program developers as well as their counterparts at the other Districts (quarterly requirement). Below is a list of program level advisors for both local and regional program levels:

Basic Training and Orientation

POA: Kimberly Parks CEPOA-PM (907) 753-2841	POH: Phillip Mun CEPOH-EO (808) 438-8386
POF: Larry Drape CEPOF-DX (315) 721-7523 (DSN)	POJ: TBD

Leadership Assessment

POA: James Hannon CEPOA-CO (907) 753-2768	POH: Phillip Mun CEPOH-EO (808) 438-8386
POF: Gloria Stanley CEPOF-PA (315) 721-7501 (DSN)	POJ: LTC Tyrone Allen CEPOJ-DD (315) 263-3026 (DSN)

Team Leadership

POA: Phillip Santerre CEPOA-OC (907) 753-2532	POH: Gary Nip CEPOH-EC-D (808) 438-8872
POF: Richard Schiavoni CEPOF-ED (315) 721-7437 (DSN)	POJ: Catheren Gill CEPOJ-EC (315) 263-7053 (DSN)

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Program Level Advisors (cont.)

- Regional Leadership I*

Suzanne McCrary
CEPOD-RBM
(808) 438-0574
- Regional Leadership II*

Sam Zakhem
CEPOJ-PP
(315) 263-3844 (DSN)
- Regional Leadership III*

Frank Oliva
CEPOD-RB
(808) 438-8560

Regional Level Liaisons

Regional Level Liaisons serve as District POCs responsible for ensuring the involvement of Regional Level I, II, and III participants in local corporate forums, such as the Regional Management Board (RMB), the PRB, senior staff meetings, strategic planning sessions, District Management Reviews, etc. They monitor their District’s participants’ progress, including completion of curriculum requirements, provide feedback on essays, and share learning perspectives and program improvement suggestions with program developers as well as each other.

- POA: Michael Gilbert**
CEPOA-OC
(907) 753-2534

POH: Phillip Mun
CEPOH-EO
(808) 438-8386
- POF: Larry Drape**
CEPOF-DX
(315) 721-7523 (DSN)

POJ: Catheren Gill
CEPOJ-EC
(315) 263-7053 (DSN)

Applicant Profile

RLDP Form 1

NOTE: The Applicant Profile must be no more than **two (2)** pages in length (letter size), single-spaced, with characters no smaller than 12 point font, and submitted on plain white bond paper.

Check the Program Level for which you are applying (*only one program level per application*):

- ☐ Leadership Assessment
- ☐ Team Leadership
- ☐ Regional Leadership I
- ☐ Regional Leadership II
- ☐ Regional Leadership III

Name: _____
Title: _____
Work Address: _____

Pay Plan/Series/Grade: _____
Office Symbol: _____
Telephone: _____
Facsimile: _____
Email: _____

Short and Long-Range Career Goals:

Work Experience:

Significant Accomplishments:

Applicant Profile

RLDP Form 1 – Page 2

Name _____

Education:

Special Training/Coursework or other activities that demonstrate readiness for the program for which you are applying:

Awards/Special Recognition:

Statement of Interest

RLDP Form 2

*NOTE: The Statement of Interest must be no more than **one** (1) page in length (letter size), single-spaced, with characters no smaller than 12 point font, and submitted on plain white bond paper.*

Name: _____

Explain why you want to participate in the RLDP level for which you are applying, as well as what you hope to get out of this program level, and how your participation will benefit you, your local organization, the Division, and USACE.

Nomination Endorsement

RLDP Form 3

NOTE: The Nomination Endorsement must be no more than **one** (1) page in length (letter size), single-spaced, with characters no smaller than 12 point font, and submitted on plain white bond paper.

Name: _____

*Describe the applicant’s readiness to participate in the RLDP level indicated below.
Include examples of applicant’s potential and/or accomplishments.*

- ☐ **Leadership Assessment** (Immediate Supervisor)
- ☐ **Team Leadership** (Immediate Supervisor)
- ☐ **Regional Leadership I** (Division Chief / Senior Functional Supervisor)
- ☐ **Regional Leadership II** (District Commander / HQ POD Chief of Staff)
- ☐ **Regional Leadership III** (District Commander / HQ POD Chief of Staff)

RLDP Agreement

RLDP Form 4

Name _____

I understand and agree to the following if I am selected for the Regional Leadership Development Program:

- I will actively participate in the Regional Leadership Development Program as outlined in the RLDP pamphlet and program guidance.
- I understand that this program makes no inherent guarantees, but only enhances my opportunities for self-development and growth.

Print Name of Applicant

Applicant's Signature

We understand that there is a significant time commitment on behalf of the participant to actively participate in the Regional Leadership Development Program. We will support the applicant, if selected, in fully taking part in the selected program level.

Print Name of Immediate Supervisor

Supervisor's Signature

Print Name of Division Chief or
Senior Functional Supervisor

Div Chief/Sr. Functional Supv Signature

Subject to availability of funds, the District (or Division for HQ POD applicants) agrees to provide the resources/funding to allow the applicant to fully participate in the RLDP if selected.

District Commander / Chief of Staff (for HQ POD Applicants)

Essay

RLDP Form 5a – for Team Leadership Application

*NOTE: The Essay must be no more than **one** (1) page in length (letter size), single-spaced, with characters no smaller than 12 point font, and submitted on plain white bond paper. Include copy of latest performance appraisal in application.*

Name _____

***Respond to the following statement:
Why I Want to Develop Myself to Become a USACE Leader***

Essay

RLDP Form 5b – for Regional Leadership I Application

Name _____

*NOTE: The Essay must be no more than **one** (1) page in length (letter size), single-spaced, with characters no smaller than 12 point font, and submitted on plain white bond paper. Include copies of two latest performance appraisals in application.*

Respond to the following statement:

How My Leadership Strengths Will Ensure the Success of the Team and Customer

Essay

RLDP Form 5c – for Regional Leadership II Application

Name _____

*NOTE: The Essay must be no more than **one** (1) page in length (letter size), single-spaced, with characters no smaller than 12 point font, and submitted on plain white bond paper. Include copies of two latest performance appraisals in application.*

Respond to the following statement:

How Regionalization Will Improve Effectiveness and Efficiency in Our Learning Organization

Essay

RLDP Form 5d – for Regional Leadership III Application

Name _____

*NOTE: The Essay must be no more than **five (5)** pages in length (letter size), single-spaced, with characters no smaller than 12 point font, and submitted on plain white bond paper. Include copies of two latest performance appraisals in application.*

Respond to the following:

Demonstrate Your Ability to Influence the District/Division Through Your Implementation of a Best Practice
